

Meeting Start time:

7:35 pm

Attendees:

Denise Soppas (chair)

Charlie Neiss

[Chris Baglieri](#)

Alice Logie

Agenda

- Checkin
- Questions for a Multiculturalism Audit - 8th Principle Committee
- Next Steps

Questions for a Multiculturalism Audit - 8th Principle Committee

- On a scale of 1 to 10, how important to the work of your committee (community) is the 8th principle.
 - Consensus - 9
- What policies and practices promote multiculturalism and eliminate racial bias within your group? (For Board and bylaws as well.)
 - No formal policy
 - Good practices in development of Resolution
 - Function needs work - move towards consensus building, find way to function in a non-hierarchical manner
 - How do we include voices of marginalized people in our committee work?
- How are your members chosen? How are your members equipped to learn to respect and honor racial, generational and cultural diversity?
 - Self-select
 - Some members appointed by board
 - No specific requirement for training, but there some expectation that members will have past experience and formal training is recommended as it comes up
 - Many members do have past training
 - Do we expect members to work on their own?

- How are the voices of those historically marginalized not represented in discussions and decisions?
- How do leaders within your group show that they value diversity on an ongoing basis?
 - Continued education
- How is anti-bias education built into your group's yearly cycle?
 - Nothing formal is in place
 - Opportunities have been offered, but no requirement has been set.
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- What stories or anecdotes illustrate how your group engages in practices that counter these practices of white-normed culture: perfectionism, defensiveness, valuing quantity over quality, worship of the written word, conflict avoidance, paternalism, either/ or thinking, power hoarding, paternalism, false sense of urgency, assuming a right to comfort, and individualism.

In light of the foregoing, do we as a community within First U, need to revisit our self-evaluation?

What would change look like? (retooling)

What are the norms, the culture, the relationships, and what might we do to align ourselves to the intention of the 8th Principle

- Include multi-cultural voices and intergenerational voices in the work of our committee,
- Ask who's not present/participating
- Engage with local indigenous peoples
- Developing more formal policies and practices
- Formalizing educational cycle as part of group work
- Developing and setting expectations for group members
- Explore non-hierarchical ways to include all voices
- Address conflict avoidance

Next Steps

- Develop covenant for 8th princ group
- Schedule PCJ return in spring
- Work with board
- Continue work with 8th Prin. group
- Meet with endowment committee
- Opportunistically approach other communities
- Identifying communities

Next Meeting

February 7th, 7:30 pm

Meeting End time:

9:18 pm